

Compassionate Leave: Reimagining Employee Well-Being

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Susanna (Susie) Mensah is the Associate Director of U.S. Benefits and Wellbeing at Merck. In her role, Susie is responsible for developing strategies and designing innovative health, wellbeing, time off, and flexible work benefits tailored for U.S. employees. She emphasizes the importance of support networks, preventative care, and mental and financial wellbeing in enhancing employee health, morale, and productivity. This comprehensive approach focuses on ensuring that benefit offerings provide equitable access to quality care while fostering a culture that supports varied needs.



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Compassionate Leave: The What



Compassionate Leave offers employers a chance to **reimagine their time-off policies** by offering leave for a variety of circumstances that fall outside the scope of traditional leave types.

Compassionate Leave is a leave of absence which provides time off work for personal or family situations. *These situations can be emergent, sensitive, and upsetting events.*

Compassionate Leave: The Why

Compassionate Leave provides employees with time off outside of the traditional time off benefits and offerings. This leave offering appeals to a greater number of employees within the workforce, especially the Sandwich Generation, and can help attract and retain talent.

Compassionate Leave helps **fill in the gap** between mandated federal / state leave and company policies.



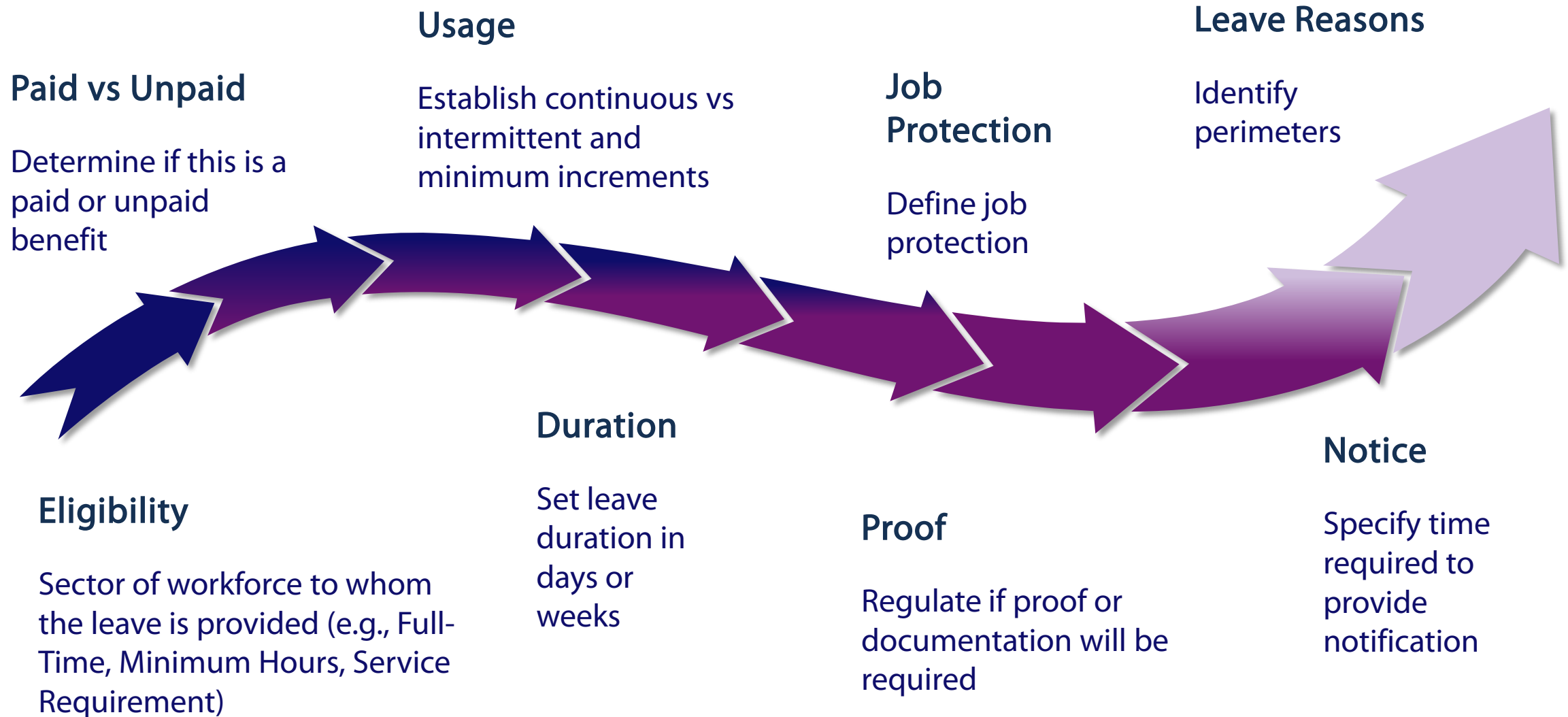
Compassionate Leave: The When

Compassionate Leave allows employers the **flexibility** to provide time off for a broader scope of reasons not already covered under federal, state, or company policy.



Any reason "important to the employee" can be considered a qualifying leave reason.

Considerations



Client Spotlight

What led the organization to implement this leave?

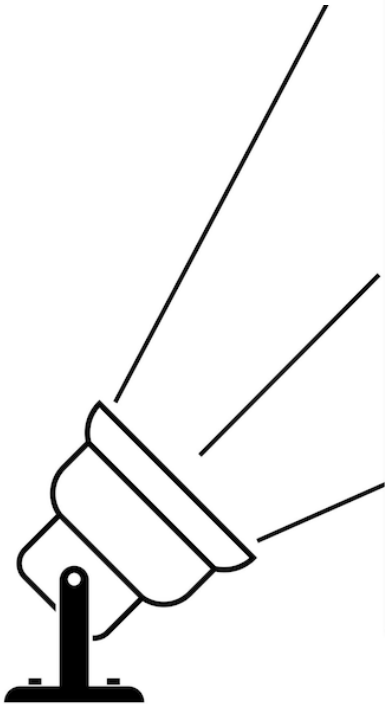
How did you socialize the leave throughout the organization?

Can you talk through the leave initiation process today? How does an employee request a leave and do they have to provide documentation?

Can you talk through how you communicated the new leave to your employees, managers and HR?

How are you addressing concerns about the leave with HRBPs and business?

How often is your workforce utilizing this leave today?



Any Questions?



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